

**Faculty Senate Meeting
Minutes
March 22, 2021**

Please email corrections to Faculty.Senate@nau.edu.

1. Call to order/Acceptance of Agenda and Minutes—Gioia Woods

Faculty Senate President Gioia Woods called the meeting to order over Zoom at 3:02 pm.

Agenda accepted with adjustment to postpone AOD report to April 19.

February 22, 2021 Faculty Senate Minutes approved and available on the [website](#).

- **Those present (electronically):** Gioia Woods, Jessie K. Finch, Karen Renner, President Rita Cheng, Provost Diane Stearns, Alexandra Carpino, Amanda Pollitt, Amy Rushall, Andy Wang, Anna Sosa, Angie Hodge, Astrid Klocke, Blue Brazelton, Bruce Fox, Cassandra Mundell, Cat Edgeley, Chrissina Burke, Claudia Sturgis, David Weber, Dawn Rivas, Diana Coleman, Diana Shenefield, Donna Simon, Ed Smaglik, Elise Lindstedt, Elizabeth Berney, Ellie Blair, Emi Isaki, Emily Manone, Fe D Murray, Erin Grisham, Grace Okoli, Gretchen McAllister, Ira Allen, Jaewook Lee, Jennifer Duis, Jermaine Robert Martinez, John Georgas, John Tingerthal, Jon Lee, Joshua Emery, Judith Winfield, Juliana Suby, Karen Sealander, Kate Ellis, Kimberly Gould, Kristen Waring, Laurie Dickson, Lisa Tichavsky, Luke Maring, Mahendra Joshi, Mandy Dang, Marianne Nielsen, Mark Manone, Melinda Treml, Meredith Heller, Oaklee Rogers, Paul S. Bakke, Paul Lenze, Patricia Frederick, Rodrigo De Toledo, Sara Kien, Scot Raab, Sibylle Gruber, T.S. Amer, Tammy L. Mielke, Theresa Carlson, Therese Myers, Wilbert Odem, William Johnson, and Jaime Yazzie

2. Faculty Senate President's Report—Gioia Woods

- FS President provided an update for Faculty Senate (FS) elections, NAU presidential transition, and the ongoing discussion regarding the SOE updates. FS Treasurer, Kate Ellis, will be running for FS President for next year. Ed Smaglik will run for another term as FS Vice President. Contact Gioia or FSEC members if you have any questions about running for the upcoming FS elections.
- FSEC is in the process of creating a transition document to apprise Dr. José Luis Cruz of senate work. It will include a request for a workload working group to create a report that would measure faculty labor to inform the creation of future SOE guidelines.
- FSEC has been collecting the feedback from the faculty regarding the updated SOE guidelines. FSEC assembled a four-page document that was sent to the provost and vice provost. In order to gather more feedback on the content from senate and faculty, this document is available on Faculty Matters in the SOE thread.
- **Questions:** *To Provost or Dr. Klocke, why was there no presentation to and gathering of response from the faculty prior to finalizing this version of the SOE?* This is the way it has always been done.

3. ASNAU Resolution on Minimum Wage – ASNAU senators

- ASNAU senator, Jacob Carter, provided a summary of the ASNAU Minimum Wage resolution. As of January 1, the state of AZ minimum wage increased to \$12.15, and City of Flagstaff to \$15. NAU stuck with the state minimum wage. The cost of living here is

very high, campus workers only making \$12.15 an hour. NAU states that its core value is to support students; NAU is not paying a competitive wage. Erin Grisham, Vice President of Student Affairs, has committed to work with ASNAU to present this to the incoming President.

4. NAU President's Report—President Rita Cheng

- President Cheng provided an update on upcoming faculty, staff, and student awards as well as virtual commencement (April 30), AZ legislature, vaccinations, and HSI status.
- Vaccinations: Overall increase of vaccine distribution is still positive. Coconino County opened vaccinations to all residents, 18 years and older. NAU advocating for more vaccines available on campus to vaccinate students prior to going home at the end of the semester. Statewide operating sites are going to be open to all individuals 16 and older beginning on Mar. 24.
- COVID-19 Mitigation: Over the last two weeks, NAU is under 1% positivity for all testing in the field house. Reduction in the confirmed positives among students.
- NAU HSI application has been confirmed; at 25.8% we are now an eligible institution. NAU can now apply for related grants to support our work.
- President Cheng thanked the FS for being part of the Sustainability Climate Action Plan. In total, over 1000 people supplied information/ideas for the plan.
- We are beginning planning efforts for fall. We are leaning toward in-person learning and campus student engagement due to the increase rate of vaccination and declining number of positives.
- **Questions:** *Why is NAU not offering first doses to faculty and staff? We had several weeks of interest and the interest has tapered off in the past weeks. Are we allowed to have catered gatherings on campus? No. Can non-residents in Coconino County get vaccinated? Coconino County is requiring residency; statewide sites are serving those who are non-residents. Now that we qualify as an HSI there will be work ahead to make that deep and meaningful through programming and hiring and services and etc. Yes, there is work ahead.*

5. NAU Provost's Report—Provost Diane Stearns

- Provost Stearns provided an update on academic program value drivers. Academic Affairs is gathering information using EAB measures to provide Dr. Cruz a snapshot of the health of academic programs on campus. Provost Office welcomes further discussion on categories, metrics, and values. FS offered to co-host a forum in April 2021.
- **Questions:** *Cuts have affected ability to provide instruction. Why are you using this model when it is implicit/problematic? What other models were looked at and why this one in particular? This model is problematic for many reasons; why for example is DEI "optional?" It is a broad capture. The board is already looking at some of these factors. Way ahead of ourselves in terms of conducting the inventory. We need to determine what questions we want to answer, with five weeks to the end of the semester; we need more valuable ways of spending our time. We should instead work to develop the questions we want answered rather than this very broad, non-NAU approach. We need to rethink what we need to answer, and then design the inventory from there. This is not a one shot thing. This is a start based on how higher education tends to look at this sort of thing. We won't generate the data, it will be scrubbed from existing information. We won't generate the*

data ourselves, it will be scrubbed from existing information. *Is this happening right now?* We are starting to talk about it to gather a set of data for Dr. Cruz. *Wouldn't this be better for the transition team?* Not necessarily because it is IRA data. *If some units really put together a wonderful report, and others don't because there isn't staffing, they may not bring something forward. Bias already built in.* The departments will not produce reports. This is institutional data. *Confused how some of these items would not be coming from departments? Community engagement doesn't get quantitatively reported out. How will this provide an accurate snap shot if departments aren't involved?* We can collect what we have. I didn't think this would be so threatening to faculty. *NTT constantly feel threatened. Watching an upper administration evaluate programs is very threatening. There is a deep lack of trust in the NTT community. These discussions need to start at the local level. We are not trying to stop the conversation, as a faculty. We would like to have input on what the data tells us. The process must include feedback at multiple stages. Faculty would need a role in the definition of terms like research and community engagement..* We've been having these conversation for a couple years. That's why I'm here to ask you about what do you think about these parameters to take to a campus wide conversation. *You've asked for our feedback and our feedback is we have misgivings. We would like to have input. Right now we have no buy in into the process. In showing us the slides, you are telling us this is what we intend to do. The feedback is that we are not at that point, we haven't been included in these discussions.* Provost welcomes a forum. This data is classic data in higher education.

6. Transition Team—Laurie Dickson

- Laurie Dickson summarized the process used to compile the presidential transition commission membership and provided next steps. We pulled together a strong group of individuals that can address multiple areas on campus. This group will be the voices as well as a conduit to the rest of the institution. Four large categories represented included students, staff, faculty, and community. We consulted with Gioia Woods, Monica Brown, Josh Mackey, Josh Mayer on representatives from community, athletics, and student affairs. Dr. Cruz wants to meet with as many groups as possible. Dr. Cruz will have a campus visit on April 1 and 2. Primary focus of the visit will be to meet as many students as possible. There will be two additional campus visits toward the end of April and another in May.

7. Committee and Council Updates

- NTT Council—Jessie K. Finch: Four honorees selected for inaugural NTT Spotlight. Over 40 fabulous people nominated. There will be a call for nominees every semester.
- Elections Update—Ed Smaglik: Letters sent to the colleges for senate seats and committees. FGC call for nominations has went out to full faculty.
- Right and Responsibilities—Paul Lenze and Bruce Fox: COFS revisions sent to the Provost's office and Legal. Once we have heard back from them, then we will vote. COFS changes must be approved by senate.
- FS Scholarship—T S Amer: Dr. Amer has assembled the Scholarship Committee, who will review the scholarship applications. Thanks Donna Simon and Jermaine Martinez.

8. COVID-19 Impact Statement—Alexandra Carpino & Paul Lenze

- Alexandra Carpino and Paul Lenze prepared the draft of the COVID-19 Impact Statement and presented on the outcomes during the last meeting. The draft was reviewed by EAO and Provost Office. The statement includes an option for annual reviews.
- **A motion was made and seconded to approve the COVID-19 Impact Statement. Motion was not approved following discussion. Document sent out was corrupt and unreadable for some senators. Gioia moved the FS vote to an electronic vote via email. NB: that electronic vote was completed and the statement approved**

9. Cline Library Budget Update—Dean Cynthia Childrey & John Doherty

- Dean Childrey and John Doherty presented on Library Acquisitions to inform everyone about budget and acquisitions. In Fiscal Year '19 and '20, library align expenditures with budget reductions. Fiscal Year '21 severely affected the library with additional budget reductions, 692k. Library used survey to get input from faculty on usage. Because of the cuts particularly this year, we have fallen far behind our peers. Other libraries are looking at similar cuts. Average budgets will be going down.

10. Liberal Studies Committee (LSC) Update—Jeff Berglund and Melinda Trembl

- Jeff Berglund and Melinda Trembl opened the floor for discussion.
- *There is a concern from the Online Program about transfer students who come in without an AGECD/diversity hours. If they came in with 60 hours, they would be over the 120 to graduate to complete 12 diversity credit units. Can there be an exception in this case?*
- *Engineering programs and how to align and not require extra coursework?*
- *Global diversity requirement needs to be a mention of Indigenous issues will addressed separately. In the Indigenous people's requirement, there should be a discussion of geography.*
- *Once this passes, what is the process? A sample syllabi or internal website in which we can look at these things? We want to make sure this is a streamlined process, and not add a huge amount of work. We want to provide common language in a template form which can be reviewed by faculty. Chairs and directors are working with departments to determine what workload is needed to convert courses from the old liberal studies to the new liberal studies program.*
- *Regarding liberal studies requirements aligning with faculty work load, there is mismatch between the intensive requirements of writing. We want to value units that provide general studies classes. We need a formula that recognizes student impact and the value of gen studies, junior writing and capstone in particular, ABOR recognizes that what we do in junior writing is important, and capstone.*
- *Diversity requirement, how will that be spread out? The current version of the proposal was voted on March 12. This is great as a grand plan, but is it feasible? This particular aspiration may require longer implementation. We do not currently have the capacity to do this (12 units of diversity requirements). Targeted hiring in certain areas to make this happen. We need renewed commitment to funding. Course census are important.*
- *During Diversity Curriculum Committee, there is a lot of discussion of what students would gain. How do faculty expand their learning and teaching in relation to diversity?*
- *Current diversity plan, 12 units, only 10% of a student's total requirement*
- *Indigenous Peoples' perspective will make NAU stand out nationally.*

11. New Business and Adjourn

There being no further business, the meeting was adjourned at 5:22 pm.

All documents referred to in these notes are available on the FS website under “March 22 Agenda” and on the senate course shell under “meeting materials”